

CONTRACTS & AGREEMENTS – BIDS & PROPOSALS – COUNTY PROPERTY

Mr. Roberts moved to approve final payment in the amount of \$8,500.00 to Quality Roofing of Florida, Inc., for work on the Detention Center. The motion was seconded by Mr. Rutter and carried.

COUNTY EMPLOYEES

Mr. Roberts moved to approve the classification and Compensation schedule for FY2004-2005, effective October 1, 2004, and accept the salary update plan performed by Cody & Associates, filed herewith. The motion was seconded by Mr. Rutter and carried.

CONTRACTS & AGREEMENTS – GRANTS – AGENCIES, STATE

Mr. Roberts moved to authorize the Chairman to execute the Florida Department of Transportation Multi-Year Joint Participation Agreement. The motion was seconded by Mr. Cox and carried. (092804-10)

GRANTS – TRANSIT

Mr. Roberts moved to approve a Service Development Grant application, as requested by Mr. Jim Sparks, Community Services Director. The motion was seconded by Mr. Cox and carried.

ORDINANCE

Mr. Rutter moved to schedule a public hearing for October 12, 2004, at 6:05 p.m., to consider the adoption of an ordinance amending appendix 13E of the Sumter County Code to incorporate the latest building, plumbing, mechanical, electric, fuel gas, fire prevention codes and other codes applicable to the construction of buildings; updating mobile home installation requirements. The motion was seconded by Mr. Roberts and carried.

ATTORNEY – CONTRACTS & AGREEMENTS

Mr. Roberts moved to authorize the Chairman to execute an employment agreement with Randall N. Thornton, Attorney at Law, for the period of October 1, 2004, to September 30, 2005. The motion was seconded by Mr. Rutter and carried. (092804-11)

ATTORNEY – ZONING – CONTRACTS & AGREEMENTS

Mr. Roberts moved to authorize the Chairman to execute a Zoning Attorney Agreement with Terry T. Neal, P.A., for the period of October 1, 2004, to September 30, 2005. The motion was seconded by Mr. Rutter and carried. (092804-12)

BUDGET- COUNTY PROPERTY

Mr. Cox moved to advance \$40,000.00 from General Fund to Government Office Building Fund for payment to vendor doing remediation work on the Building. The motion was seconded by Mr. Rutter and carried.

PUBLIC FORUM

Mr. Martin Kutnyak discussed solid waste issues.

Chester Bradshaw discussed water issues.

Beverly Steely discussed a citizen commission for children.

MAPS & PLATS

Mr. Roberts moved to approve the Development Review Committee Meeting Minutes for September 20, 2004. The motion was seconded by Mr. Rutter and carried.

**F I L E D**

**MAY 18 2004**

IN THE OFFICE OF  
**BOARD COUNTY COMMISSIONERS**  
**SUMTER COUNTY**  
**BUSHNELL, FLORIDA**

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**COMPENSATION**  
**STUDY**

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Sumter County Board of County Commissioners

"Assistance for this Project is provided under the Florida Counties Foundation Small County Technical Assistance Services (SCTAS) Program.  
The SCTAS Program is funded through the Florida Department of Agriculture and Consumer Services, pursuant to Chapter 163.05, F.S."



**Cody & Associates, Inc.**

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# Cody & Associates, Inc.

MANAGEMENT CONSULTANTS

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May 10, 2004

Mr. Bernard Dew  
County Administrator  
209 N. Florida St.  
Bushnell, FL 33513

Dear Mr. Dew:

We have completed our assignment and are submitting the report of our **Compensation Study** for all positions in the services for the Board of County Commission.

This report has been prepared as an accounting of our assignment and to record our approach. The recommendations and comments in the report reflect our objective appraisal based on analysis and discussion to the extent possible within the scope of the assignment.

Our objective was to develop a Compensation Plan that is equitable to both the employees and to the County.

We appreciate this opportunity to be of service to you and express our thanks for the cooperation and courtesy, which was extended to us by all of your employees during the Study.

Respectfully submitted,



N. E. Pellegrino  
Principal Partner

# **COMPENSATION STUDY**

**Sumter County Board of County Commission**

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## Table of Contents

| <u>Section</u>                                |  | <u>Page</u> |
|---|--|-------------|
| LETTER OF TRANSMITTAL                         |  |             |
| INTRODUCTION .....                            |  | 1           |
| I STUDY ASSIGNMENT AND OBJECTIVES .....       |  | 2           |
| II SALARY PHASE .....                         |  | 4           |
| A. SALARY SURVEY .....                        |  | 4           |
| 1. Selection of Survey Classes .....          |  | 4           |
| 2. Identification of Labor Market .....       |  | 4           |
| 3. Secondary Information.....                 |  | 5           |
| 4. Survey Method.....                         |  | 5           |
| B. DEVELOPMENT OF THE SALARY SCHEDULES .....  |  | 6           |
| C. GENERAL SALARY FINDINGS AND COMMENTS ..... |  | 6           |
| D. RECOMMENDATIONS .....                      |  | 6           |

---

ENCLOSURE 1 - RECOMMENDED CLASSIFICATION AND PAY PLAN (Alphabetical)

ENCLOSURE 2 - RECOMMENDED CLASSIFICATION AND PAY PLAN (Internal Relationship)

ENCLOSURE 3 - RECOMMENDED CLASSIFICATION AND PAY PLAN (Department)

ENCLOSURE 4 - SALARY SCHEDULE

## **INTRODUCTION**

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This report, on the Study of the Salaries for the Board of County Commission, contains details of all elements of the Study. In preparing this report, *Cody & Associates, Inc.* has used its best efforts and has taken reasonable care. To an extent, the Report relies on information and data received from third parties in whom *Cody & Associates, Inc.* has assumed the accuracy and completeness thereof.

*Cody & Associates, Inc.* cannot guarantee that any particular result will follow from any action taken on the basis of this Report. The information and opinions expressed in this Report have significance only within the context of the entire Report. No parts of this report should be used or relied upon outside of that context.

This Study is not an end in itself, but a vital element in a sound management program for the County. A good overall management system requires continuous work and polishing, once the plan is implemented.

Adjustments will continually have to be made to reflect changes in the labor market place in order to maintain a current and equitable classification system and pay plan.

## **STUDY ASSIGNMENT AND OBJECTIVES**

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Sumter County Board of County Commissioners, retained the services of Cody & Associates, Inc. to conduct a Compensation Study for all positions under their jurisdiction.

In our approach to establishing a Compensation Plan, we were concerned with the following basic objectives:

- A. Formulating a Compensation Plan that will assist in reducing turnover costs and promote careers with the County.
- B. Designing a Compensation Plan that will attract qualified personnel to render the services that the County provides.
- C. Establishing salary ranges and determining individual salary levels.
- D. Establishing equitable relationships of one job to another within the work force (equal pay for equal work).
- E. To insure fair and equal compensation opportunities for equal contributions to the effective operations of the County.

- F. Designing current Salary Ranges which are competitive with reasonably similar positions in the labor market where the County recruits for employees and which are consistent with the economic conditions in Sumter County and surrounding counties.
- G. Establishing or maintaining normal lines of promotion to and from the various classes of positions in the Personnel System.

To achieve these objectives, we divided the assignment into three (3) major segments:

- A. Wage Survey.
- B. Compensation Plan.
- C. Report Preparation and Presentation.

## **SALARY PHASE**

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The Salary Phase of the Study included the following:

A. **SALARY SURVEY**

The objective of this survey was to determine what must be provided in terms of salaries in order to obtain or retain personnel; in other words, to be competitive with other employers recruiting from the same labor market. The steps included:

1. **SELECTION OF SURVEY CLASSES** (Bench Marks)

We utilized as many as possible of the present classes in the salary survey in order to get the best possible data. These benchmark jobs represented all of the occupations and levels in the BCC's organization and those occupations which could be compared with other employers.

2. **IDENTIFICATION OF LABOR MARKET**

The relevant labor markets to be surveyed were identified. The agencies identified by the County were: Marion County BCC; Citrus County BCC; Lake County BCC; and Hernando County BCC.

3. SECONDARY INFORMATION

Secondary salary data included regional surveys recently completed by our company and information from our database. This information was used as a guide in developing the salary schedule recommendations.

4. SURVEY METHOD

In compiling this data, we not only obtained their minimum and maximum salaries but the number of positions in each classification. This separates the larger agencies from the smaller ones and equitably indicates what the market is. (Example: Agency "A" might have seventy (70) Staff Assistants in a range of \$21,000 - \$36,000; Agency "B" may have only ten (10) Staff Assistants, with a range of \$26,000 - \$38,000. In averaging these two agencies, we would use this formula:  $[(70 \times 21,000) + (10 \times 26,000)] / 80 =$  Average minimum salary of these two agencies.

Another step we use in our calculations, in order to provide the most accurate data possible, is to apply the standard deviation principle. The standard deviation is the most commonly used indicator of variability of a distribution of data. The usual and most accepted interpretation is in terms of the percentage of cases included within one standard deviation below the mean to one standard deviation above the mean. This range on the scale includes about two-thirds ( $\frac{2}{3}$ ) of the cases in the distribution. Data was entered into our database and then edited to ensure that the data was reasonable and representative and had been accurately reported and recorded. Responses were eliminated when they appeared atypical or exhibited extreme values in wages.

**B. DEVELOPMENT OF THE SALARY SCHEDULES**

The objective of this aspect of the Study was to compile the results of the salary survey and to design appropriate salary schedules and plans for all the positions covered.

**C. GENERAL SALARY FINDINGS AND COMMENTS**

We found that some of the BCC's Minimum Salary Ranges were below the salary ranges reported in the market surveyed, while most of the maximum salary ranges were below those in the survey sample. A complete list of the recommendations can be found in Enclosure 1, 2, and 3.

**D. RECOMMENDATIONS**

1. Adopt the recommended salary ranges and schedules submitted in this report, when it is economically feasible to do so (Enclosures 1, 2, 3, and 4).
2. Cody & Associates, Inc. will assist the County further in the implementation process, as requested.

# **RECOMMENDED CLASSIFICATION AND PAY PLAN**

**(Alphabetical)**

Enclosure 1

## RECOMMENDED PAY RANGES

(Alphabetical)

| Classification                       | Present Range | Minimum | Maximum | Proposed Range | Minimum | Maximum |
|--------------------------------------|---------------|---------|---------|----------------|---------|---------|
| Admin. Assistant/Admin               | 20            | 13.79   | 20.00   | 20             | 13.79   | 22.04   |
| Admin. Assistant/BOCC                | 20            | 13.79   | 20.00   | 20             | 13.79   | 22.04   |
| Animal Control Officer               | 12            | 9.32    | 13.51   | 13             | 9.79    | 15.65   |
| Assistant Dir. Of Community Services | New           |         |         | 27             | 19.40   | 31.02   |
| Assistant Housing Mgr                | 23            | 15.96   | 23.14   | 23             | 15.96   | 25.52   |
| Assistant Public Works Director      | 31            | 23.58   | 34.19   | 33             | 26.00   | 41.57   |
| Assistant S.W. Superintendent        | 24            | 16.76   | 24.30   | 26             | 18.48   | 29.54   |
| Building Inspector I                 | 24            | 16.70   | 24.30   | 24             | 16.76   | 26.80   |
| Building Inspector IV                | 27            | 19.40   | 28.13   | 27             | 19.40   | 31.02   |
| Building Inspector V                 | 28            | 20.37   | 29.54   | 28             | 20.37   | 32.57   |
| Building Official                    | 33            | 26.00   | 37.70   | 33             | 26.00   | 41.57   |
| Building Services Support Assistant  | 18            | 12.50   | 18.13   | 19             | 13.13   | 21.00   |
| Building Tech                        | 15            | 10.79   | 15.65   | 16             | 11.33   | 18.13   |
| Caretaker                            | 11            | 8.88    | 12.88   | 11             | 8.88    | 14.20   |
| Chief Engineering Tech               | 21            | 14.48   | 21.00   | 22             | 15.20   | 24.30   |
| Chief Inspector                      | 29            | 21.39   | 31.02   | 30             | 22.46   | 35.90   |

## RECOMMENDED PAY RANGES

(Alphabetical)

| Classification                            | Present Range | Minimum | Maximum | Proposed Range | Minimum | Maximum |
|---|---------------|---------|---------|----------------|---------|---------|
| Clerk/Driver I                            | 12            | 9.32    | 13.51   | 12             | 9.32    | 14.91   |
| Code Compliance Manager                   | 22            | 15.20   | 22.04   | 22             | 15.20   | 24.30   |
| County Administrator                      | 38            | 33.19   | 48.13   | 39             | 34.85   | 55.71   |
| Crew Leader                               | 19            | 13.13   | 19.04   | 19             | 13.13   | 21.00   |
| Development Coord.                        | 20            | 13.79   | 20.00   | 23             | 15.96   | 25.52   |
| Director of Admin. Services               | 31            | 23.58   | 34.19   | 34             | 27.30   | 43.65   |
| Director of Community Services            | 31            | 23.58   | 34.19   | 33             | 26.00   | 41.57   |
| Director of Planning&Development Services | 34            | 27.30   | 39.59   | 34             | 27.30   | 43.65   |
| Driver I                                  | 10            | 8.46    | 12.27   | 10             | 8.46    | 13.51   |
| Driver II                                 | 11            | 8.88    | 12.88   | 11             | 8.88    | 14.20   |
| Employee Benefits Coord                   | New           |         |         | 19             | 13.13   | 21.00   |
| Engineering Tech                          | 18            | 12.50   | 18.13   | 19             | 13.13   | 21.00   |
| Equipment Operator I                      | 14            | 10.28   | 14.91   | 14             | 10.28   | 16.43   |
| Equipment Operator II                     | 16            | 11.33   | 16.43   | 16             | 11.33   | 18.13   |
| Equipment Operator Manager                | 23            | 15.96   | 23.14   | 24             | 16.76   | 26.80   |

## RECOMMENDED PAY RANGES

(Alphabetical)

| Classification                     | Present Range | Minimum | Maximum | Proposed Range | Minimum | Maximum |
|------------------------------------|---------------|---------|---------|----------------|---------|---------|
| Equipment Services Tech III        | 17            | 11.90   | 17.26   | 17             | 11.90   | 19.04   |
| Fire Inspector/Investigator        | 22            | 15.20   | 22.04   | 24             | 16.76   | 26.80   |
| Fire Service Administrator         | 28            | 20.37   | 29.54   | 30             | 22.46   | 35.90   |
| Force Superintendent               | 27            | 19.40   | 28.13   | 27             | 19.40   | 31.02   |
| GIS Tech                           | 16            | 11.33   | 16.43   | 16             | 11.33   | 18.13   |
| Grants Tech                        | 18            | 12.50   | 18.13   | 19             | 13.13   | 21.00   |
| H.R. Specialist                    | New           |         |         | 18             | 12.50   | 20.00   |
| Housing Assistant I                | 12            | 9.32    | 13.51   | 16             | 11.33   | 18.13   |
| Housing Assistant II               | 14            | 10.28   | 14.91   | 17             | 11.90   | 19.04   |
| Housing Services Mgr               | 25            | 17.60   | 25.52   | 27             | 19.40   | 31.02   |
| Human Resources Coord.             | 20            | 13.79   | 20.00   | 23             | 15.96   | 25.52   |
| I.S. Manager/Network Administrator | 29            | 21.39   | 31.02   | 30             | 22.46   | 35.90   |
| I.S. Support Technician            | 22            | 15.20   | 22.04   | 23             | 15.96   | 25.52   |

## RECOMMENDED PAY RANGES

(Alphabetical)

| Classification           | Present Range | Minimum | Maximum | Proposed Range | Minimum | Maximum |
|--------------------------|---------------|---------|---------|----------------|---------|---------|
| I.S. Tech I              | 19            | 13.13   | 19.04   | 20             | 13.79   | 22.04   |
| Inventory Tech I         | 10            | 8.46    | 12.27   | 11             | 8.88    | 14.20   |
| Inventory Tech. II       | 17            | 11.90   | 17.26   | 17             | 11.90   | 19.04   |
| Kennel Worker            | 11            | 8.88    | 12.88   | 11             | 8.88    | 14.20   |
| Lead Compost Tech        | 20            | 13.79   | 20.00   | 20             | 13.79   | 22.04   |
| Lead Driver              | 13            | 9.79    | 14.20   | 13             | 9.79    | 15.65   |
| Lead Facility Operator   | 20            | 13.79   | 20.00   | 20             | 13.79   | 22.04   |
| Library Assistant        | 10            | 8.46    | 12.27   | 11             | 8.88    | 14.20   |
| Library Associate        | 19            | 13.13   | 19.04   | 20             | 13.79   | 22.04   |
| Library Services Manager | 31            | 23.58   | 34.19   | 31             | 23.58   | 37.70   |
| Licensing Coord.         | 16            | 11.33   | 16.43   | 17             | 11.90   | 19.04   |
| M.C. Tech I              | 11            | 8.88    | 12.88   | 13             | 9.79    | 15.65   |
| M.C. Tech II             | 16            | 11.33   | 16.43   | 18             | 12.50   | 20.00   |

## RECOMMENDED PAY RANGES

(Alphabetical)

| Classification               | Present Range | Minimum | Maximum | Proposed Range | Minimum | Maximum |
|------------------------------|---------------|---------|---------|----------------|---------|---------|
| Maintenance Mechanic Helper  | 10            | 8.46    | 12.27   | 12             | 9.32    | 15.65   |
| Maintenance Supervisor       | 21            | 14.48   | 21.00   | 22             | 15.20   | 24.30   |
| Maintenance Tech II          | 16            | 11.33   | 16.43   | 17             | 11.90   | 19.04   |
| Maintenance Tech III         | 19            | 13.13   | 19.04   | 19             | 13.13   | 21.00   |
| Maintenance Tech IV          | 20            | 13.79   | 20.00   | 21             | 14.48   | 23.14   |
| Maintenance Worker           | 10            | 8.46    | 12.27   | 10             | 8.46    | 13.51   |
| Mechanic                     | 16            | 11.33   | 16.43   | 17             | 11.90   | 19.04   |
| Office Assistant I           | 10            | 8.46    | 12.27   | 10             | 8.46    | 13.51   |
| Office Supervisor            | 20            | 13.79   | 20.00   | 20             | 13.79   | 22.04   |
| Officer Assistant I          | 10            | 8.46    | 12.27   | 10             | 8.46    | 13.51   |
| Outreach Services Specialist | 21            | 14.48   | 21.00   | 23             | 15.96   | 25.52   |
| Park Tech I                  | 16            | 11.33   | 16.43   | 17             | 11.90   | 19.04   |
| Parks and Recreation Manager | 21            | 14.48   | 21.00   | 24             | 16.76   | 26.80   |
| Plan Examiner I              | New           |         |         | 25             | 17.60   | 28.13   |

## RECOMMENDED PAY RANGES

(Alphabetical)

| Classification  | Present Range | Minimum | Maximum | Proposed Range | Minimum | Maximum |
|---|---------------|---------|---------|----------------|---------|---------|
| Plan Examiner II  | New           |         |         | 26             | 18.48   | 29.54   |
| Plan Examiner III   | New           |         |         | 28             | 20.37   | 32.57   |
| Plan Examiner IV  | New           |         |         | 29             | 21.39   | 34.19   |
| Planner II  | 25            | 17.60   | 25.52   | 25             | 17.60   | 28.13   |
| Planning Tech. I  | 14            | 10.28   | 14.91   | 16             | 11.33   | 18.13   |
| Planning Tech. III  | 17            | 11.90   | 17.26   | 17             | 11.90   | 19.04   |
| Probation Manager   | 23            | 15.96   | 23.14   | 24             | 16.76   | 26.80   |
| Probation Officer   | 20            | 13.79   | 20.00   | 20             | 13.79   | 22.04   |
| Program Analyst   | 27            | 19.40   | 28.13   | 27             | 9.40    | 31.02   |
| Public Works Director   | 35            | 28.67   | 41.57   | 36             | 30.10   | 48.13   |
| Public Works Administrative Coord.<br>Based upon reorganization | New *         | -----   | -----   | 25             | 17.60   | 28.13   |
| Right of Way Agent  | 26            | 18.48   | 26.80   | 26             | 18.48   | 29.54   |

## **RECOMMENDED PAY RANGES**

(Alphabetical)

| <b>Classification</b>          | <b>Present Range</b> | <b>Minimum</b> | <b>Maximum</b> | <b>Proposed Range</b> | <b>Minimum</b> | <b>Maximum</b> |
|--------------------------------|----------------------|----------------|----------------|-----------------------|----------------|----------------|
| Risk Management Coordinator    | 21                   | 14.48          | 21.00          | 23                    | 15.96          | 25.52          |
| Road and Bridge Superintendent | 24                   | 16.76          | 24.30          | 26                    | 18.48          | 29.54          |
| Scale House/Clerical           | 11                   | 8.88           | 12.88          | 11                    | 8.88           | 14.20          |
| Senior Building Tech           | 16                   | 11.33          | 16.43          | 17                    | 11.90          | 19.04          |
| Shop Foreman                   | 21                   | 14.48          | 21.00          | 22                    | 15.20          | 24.30          |
| Sign Shop Tech.                | 10                   | 8.46           | 12.27          | 11                    | 8.88           | 14.20          |
| Solid Waste Superintendent     | 27                   | 19.40          | 28.13          | 29                    | 21.39          | 34.19          |
| Special Projects Coord.        | 20                   | 13.79          | 20.00          | 20                    | 13.79          | 22.04          |
| Sr. Animal Control Officer     | 17                   | 11.90          | 17.26          | 18                    | 12.50          | 20.00          |
| Sr. Equipment Operator         | 19                   | 13.13          | 19.04          | 19                    | 13.13          | 21.00          |
| Sr. GIS Tech                   | 20                   | 13.79          | 20.00          | 20                    | 13.79          | 22.04          |
| Sr. Mechanic                   | 19                   | 13.13          | 19.04          | 20                    | 13.79          | 22.04          |
| Sr. Project/Program Analyst    | 26                   | 18.48          | 26.80          | 26                    | 18.48          | 29.54          |
| Staff Assistant I              | 12                   | 9.32           | 13.51          | 13                    | 9.79           | 15.65          |
| Staff Assistant III            | 17                   | 11.90          | 17.26          | 17                    | 11.90          | 19.04          |

## RECOMMENDED PAY RANGES

(Alphabetical)

| Classification                    | Present Range | Minimum | Maximum | Proposed Range | Minimum | Maximum |
|-----------------------------------|---------------|---------|---------|----------------|---------|---------|
| Technical Service Specialist      | 21            | 14.48   | 21.00   | 23             | 15.96   | 25.52   |
| Traffic Engineering Tech          | 17            | 11.90   | 17.26   | 18             | 12.50   | 20.00   |
| Transit Coordinator               | 21            | 14.48   | 21.00   | 24             | 16.76   | 26.80   |
| Transportation Clerk II           | 15            | 10.79   | 15.65   | 15             | 10.79   | 17.26   |
| Veterance Counselor I             | 12            | 9.32    | 13.51   | 12             | 9.32    | 14.91   |
| Veterance Counselor II            | 14            | 10.28   | 14.91   | 15             | 10.79   | 17.26   |
| Veterance Counselor III           | 18            | 12.50   | 18.13   | 18             | 12.50   | 20.00   |
| Veterance Services Office Manager | 25            | 17.60   | 25.52   | 25             | 17.60   | 28.13   |
| Welding/Service Shop Foreman      | 21            | 14.48   | 21.00   | 22             | 15.20   | 24.30   |
| Working Foreman                   | 17            | 11.90   | 17.26   | 17             | 11.90   | 19.04   |
| Working Foreman/EO                | 20            | 13.79   | 20.00   | 20             | 13.79   | 22.04   |

**RECOMMENDED CLASSIFICATION AND  
PAY PLAN**  
**(By Internal Relationship)**

Enclosure 2

## RECOMMENDED PAY RANGES

(By Internal Relationship)

| Classification              | Present Range | Minimum | Maximum | Proposed Range | Minimum | Maximum |
|-----------------------------|---------------|---------|---------|----------------|---------|---------|
| Driver I                    | 10            | 8.46    | 12.27   | 10             | 8.46    | 13.51   |
| Maintenance Worker          | 10            | 8.46    | 12.27   | 10             | 8.46    | 13.51   |
| Office Assistant I          | 10            | 8.46    | 12.27   | 10             | 8.46    | 13.51   |
| Officer Assistant I         | 10            | 8.46    | 12.27   | 10             | 8.46    | 13.51   |
| Driver II                   | 11            | 8.88    | 12.88   | 11             | 8.88    | 14.20   |
| Caretaker                   | 11            | 8.88    | 12.88   | 11             | 8.88    | 14.20   |
| Inventory Tech I            | 10            | 8.46    | 12.27   | 11             | 8.88    | 14.20   |
| Kennel Worker               | 11            | 8.88    | 12.88   | 11             | 8.88    | 14.20   |
| Library Assistant           | 10            | 8.46    | 12.27   | 11             | 8.88    | 14.20   |
| Scale House/Clerical        | 11            | 8.88    | 12.88   | 11             | 8.88    | 14.20   |
| Sign Shop Tech.             | 10            | 8.46    | 12.27   | 11             | 8.88    | 14.20   |
| Clerk/Driver I              | 12            | 9.32    | 13.51   | 12             | 9.32    | 14.91   |
| Maintenance Mechanic Helper | 10            | 8.46    | 12.27   | 12             | 9.32    | 15.65   |
| Veterance Counselor I       | 12            | 9.32    | 13.51   | 12             | 9.32    | 14.91   |
| M.C. Tech I                 | 11            | 8.88    | 12.88   | 13             | 9.79    | 15.65   |
| Animal Control Officer      | 12            | 9.32    | 13.51   | 13             | 9.79    | 15.65   |

## RECOMMENDED PAY RANGES

(By Internal Relationship)

| Classification              | Present Range | Minimum | Maximum | Proposed Range | Minimum | Maximum |
|-----------------------------|---------------|---------|---------|----------------|---------|---------|
| Lead Driver                 | 13            | 9.79    | 14.20   | 13             | 9.79    | 15.65   |
| Staff Assistant I           | 12            | 9.32    | 13.51   | 13             | 9.79    | 15.65   |
| Equipment Operator I        | 14            | 10.28   | 14.91   | 14             | 10.28   | 16.43   |
| Transportation Clerk II     | 15            | 10.79   | 15.65   | 15             | 10.79   | 17.26   |
| Veterance Counselor II      | 14            | 10.28   | 14.91   | 15             | 10.79   | 17.26   |
| Building Tech               | 15            | 10.79   | 15.65   | 16             | 11.33   | 18.13   |
| Equipment Operator II       | 16            | 11.33   | 16.43   | 16             | 11.33   | 18.13   |
| Housing Assistant I         | 12            | 9.32    | 13.51   | 16             | 11.33   | 18.13   |
| GIS Tech                    | 16            | 11.33   | 16.43   | 16             | 11.33   | 18.13   |
| Planning Tech. I            | 14            | 10.28   | 14.91   | 16             | 11.33   | 18.13   |
| Senior Building Tech        | 16            | 11.33   | 16.43   | 17             | 11.90   | 19.04   |
| Equipment Services Tech III | 17            | 11.90   | 17.26   | 17             | 11.90   | 19.04   |
| Housing Assistant II        | 14            | 10.28   | 14.91   | 17             | 11.90   | 19.04   |
| Inventory Tech. III         | 17            | 11.90   | 17.26   | 17             | 11.90   | 19.04   |
| Licensing Coord.            | 16            | 11.33   | 16.43   | 17             | 11.90   | 19.04   |

## RECOMMENDED PAY RANGES

(By Internal Relationship)

| Classification                      | Present Range | Minimum | Maximum | Proposed Range | Minimum | Maximum |
|-------------------------------------|---------------|---------|---------|----------------|---------|---------|
| Maintenance Tech II                 | 16            | 11.33   | 16.43   | 17             | 11.90   | 19.04   |
| Mechanic                            | 16            | 11.33   | 16.43   | 17             | 11.90   | 19.04   |
| Park Tech I                         | 16            | 11.33   | 16.43   | 17             | 11.90   | 19.04   |
| Planning Tech. III                  | 17            | 11.90   | 17.26   | 17             | 11.90   | 19.04   |
| Staff Assistant III                 | 17            | 11.90   | 17.26   | 17             | 11.90   | 19.04   |
| Working Foreman                     | 17            | 11.90   | 17.26   | 17             | 11.90   | 19.04   |
| Veterinarian Counselor III          | 18            | 12.50   | 18.13   | 18             | 12.50   | 20.00   |
| H.R. Specialist                     | New           |         |         | 18             | 12.50   | 20.00   |
| M.C. Tech II                        | 16            | 11.33   | 16.43   | 18             | 12.50   | 20.00   |
| Sr. Animal Control Officer          | 17            | 11.90   | 17.26   | 18             | 12.50   | 20.00   |
| Traffic Engineering Tech            | 17            | 11.90   | 17.26   | 18             | 12.50   | 20.00   |
| Building Services Support Assistant | 18            | 12.50   | 18.13   | 19             | 13.13   | 21.00   |
| Crew Leader                         | 19            | 13.13   | 19.04   | 19             | 13.13   | 21.00   |
| Employee Benefits Coord             | New           |         |         | 19             | 13.13   | 21.00   |
| Engineering Tech                    | 18            | 12.50   | 18.13   | 19             | 13.13   | 21.00   |
| Grants Tech                         | 18            | 12.50   | 18.13   | 19             | 13.13   | 21.00   |

## RECOMMENDED PAY RANGES

(By Internal Relationship)

| Classification          | Present Range | Minimum | Maximum | Proposed Range | Minimum | Maximum |
|-------------------------|---------------|---------|---------|----------------|---------|---------|
| Maintenance Tech III    | 19            | 13.13   | 19.04   | 19             | 13.13   | 21.00   |
| Sr. Equipment Operator  | 19            | 13.13   | 19.04   | 19             | 13.13   | 21.00   |
| Admin. Assistant/Admin  | 20            | 13.79   | 20.00   | 20             | 13.79   | 22.04   |
| Admin. Assistant/BOCC   | 20            | 13.79   | 20.00   | 20             | 13.79   | 22.04   |
| I.S. Tech I             | 19            | 13.13   | 19.04   | 20             | 13.79   | 22.04   |
| Lead Compost Tech       | 20            | 13.79   | 20.00   | 20             | 13.79   | 22.04   |
| Lead Facility Operator  | 20            | 13.79   | 20.00   | 20             | 13.79   | 22.04   |
| Library Associate       | 19            | 13.13   | 19.04   | 20             | 13.79   | 22.04   |
| Office Supervisor       | 20            | 13.79   | 20.00   | 20             | 13.79   | 22.04   |
| Probation Officer       | 20            | 13.79   | 20.00   | 20             | 13.79   | 22.04   |
| Special Projects Coord. | 20            | 13.79   | 20.00   | 20             | 13.79   | 22.04   |
| Sr. GIS Tech            | 20            | 13.79   | 20.00   | 20             | 13.79   | 22.04   |
| Sr. Mechanic            | 19            | 13.13   | 19.04   | 20             | 13.79   | 22.04   |
| Working Foreman/EO      | 20            | 13.79   | 20.00   | 20             | 13.79   | 22.04   |
| Maintenance Tech IV     | 20            | 13.79   | 20.00   | 21             | 14.48   | 23.14   |
| Code Compliance Manager | 22            | 15.20   | 22.04   | 22             | 15.20   | 24.30   |

## RECOMMENDED PAY RANGES

(By Internal Relationship)

| Classification               | Present Range | Minimum | Maximum | Proposed Range | Minimum | Maximum |
|------------------------------|---------------|---------|---------|----------------|---------|---------|
| Maintenance Supervisor       | 21            | 14.48   | 21.00   | 22             | 15.20   | 24.30   |
| Welding/Service Shop Foreman | 21            | 14.48   | 21.00   | 22             | 15.20   | 24.30   |
| Chief Engineering Tech       | 21            | 14.48   | 21.00   | 22             | 15.20   | 24.30   |
| Shop Foreman                 | 21            | 14.48   | 21.00   | 22             | 15.20   | 24.30   |
| Assistant Housing Mgr        | 23            | 15.96   | 23.14   | 23             | 15.96   | 25.52   |
| Development Coord.           | 20            | 13.79   | 20.00   | 23             | 15.96   | 25.52   |
| Human Resources Coord.       | 20            | 13.79   | 20.00   | 23             | 15.96   | 25.52   |
| I.S. Support Technician      | 22            | 15.20   | 22.04   | 23             | 15.96   | 25.52   |
| Risk Management Coordinator  | 21            | 14.48   | 21.00   | 23             | 15.96   | 25.52   |
| Outreach Service Specialist  | 21            | 14.48   | 21.00   | 23             | 15.96   | 25.52   |
| Technical Service Specialist | 21            | 14.48   | 21.00   | 23             | 15.96   | 25.52   |
| Parks and Recreation Manager | 21            | 14.48   | 21.00   | 24             | 16.76   | 26.80   |
| Building Inspector I         | 24            | 16.70   | 24.30   | 24             | 16.76   | 26.80   |
| Equipment Operator Manager   | 23            | 15.96   | 23.14   | 24             | 16.76   | 26.80   |
| Fire Inspector/Investigator  | 22            | 15.20   | 22.04   | 24             | 16.76   | 26.80   |
| Probation Manager            | 23            | 15.96   | 23.14   | 24             | 16.76   | 26.80   |

## **RECOMMENDED PAY RANGES**

(By Internal Relationship)

| <b>Classification</b>   | <b>Present Range</b> | <b>Minimum</b> | <b>Maximum</b> | <b>Proposed Range</b> | <b>Minimum</b> | <b>Maximum</b> |
|---|----------------------|----------------|----------------|-----------------------|----------------|----------------|
| Transit Coordinator   | 21                   | 14.48          | 21.00          | 24                    | 16.76          | 26.80          |
| Plan Examiner I   | New                  |                |                | 25                    | 17.60          | 28.13          |
| Planner II  | 25                   | 17.60          | 25.52          | 25                    | 17.60          | 28.13          |
| Veterance Services Office Manager   | 25                   | 17.60          | 25.52          | 25                    | 17.60          | 28.13          |
| Assistant S.W. Superintendent   | 24                   | 16.76          | 24.30          | 26                    | 18.48          | 29.54          |
| Plan Examiner II<br>Public Works Administrative Coord.<br>• Based upon reorganization | New*                 | -----          | -----          | 26                    | 18.48          | 29.54          |
| Right of Way Agent  | 26                   | 18.48          | 26.80          | 26                    | 18.48          | 29.54          |
| Road and Bridge Superintendent  | 24                   | 16.76          | 24.30          | 26                    | 18.48          | 29.54          |
| Sr. Project/Program Analyst   | 26                   | 18.48          | 26.80          | 26                    | 18.48          | 29.54          |
| Assistant Dir. Of Community Services  | New                  |                |                | 27                    | 19.40          | 31.02          |
| Building Inspector IV   | 27                   | 19.40          | 28.13          | 27                    | 19.40          | 31.02          |
| Force Superintendent  | 27                   | 19.40          | 28.13          | 27                    | 19.40          | 31.02          |
| Housing Services Mgr  | 25                   | 17.60          | 25.52          | 27                    | 19.40          | 31.02          |
| Program Analyst   | 27                   | 19.40          | 28.13          | 27                    | 9.40           | 31.02          |
| Building Inspector V  | 28                   | 20.37          | 29.54          | 28                    | 20.37          | 32.57          |

## RECOMMENDED PAY RANGES

(By Internal Relationship)

| <u>Classification</u>                     | <u>Present Range</u> | <u>Minimum</u> | <u>Maximum</u> | <u>Proposed Range</u> | <u>Minimum</u> | <u>Maximum</u> |
|---|----------------------|----------------|----------------|-----------------------|----------------|----------------|
| Plan Examiner III                         | New                  |                |                | 28                    | 20.37          | 32.57          |
| Plan Examiner IV                          | New                  |                |                | 29                    | 21.39          | 34.19          |
| Solid Waste Superintendent                | 27                   | 19.40          | 28.13          | 29                    | 21.39          | 34.19          |
| I.S. Manager/Network Administrator        | 29                   | 21.39          | 31.02          | 30                    | 22.46          | 35.90          |
| Chief Inspector                           | 29                   | 21.39          | 31.02          | 30                    | 22.46          | 35.90          |
| Fire Service Administrator                | 28                   | 20.37          | 29.54          | 30                    | 22.46          | 35.90          |
| Library Services Manager                  | 31                   | 23.58          | 34.19          | 31                    | 23.58          | 37.70          |
| Director of Community Services            | 31                   | 23.58          | 34.19          | 33                    | 26.00          | 41.57          |
| Assistant Public Works Director           | 31                   | 23.58          | 34.19          | 33                    | 26.00          | 41.57          |
| Building Official                         | 33                   | 26.00          | 37.70          | 33                    | 26.00          | 41.57          |
| Director of Admin. Services               | 31                   | 23.58          | 34.19          | 34                    | 27.30          | 43.65          |
| Director of Planning&Development Services | 34                   | 27.30          | 39.59          | 34                    | 27.30          | 43.65          |
| Public Works Director                     | 35                   | 28.67          | 41.57          | 36                    | 30.10          | 48.13          |
| County Administrator                      | 38                   | 33.19          | 48.13          | 39                    | 34.85          | 55.71          |

**RECOMMENDED CLASSIFICATION AND  
PAY PLAN**  
(By Department)

Enclosure 3

## RECOMMENDED PAY RANGES

(By Department)

| Classification              | Present Range | Present Minimum | Present Maximum | Proposed Range | Minimum | Maximum |
|-----------------------------|---------------|-----------------|-----------------|----------------|---------|---------|
| <b>County Administrator</b> |               |                 |                 |                |         |         |
| Staff Assistant I           | 12            | 9.32            | 13.51           | 13             | 9.79    | 15.65   |
| Staff Assistant II          | 14            | 10.28           | 14.91           | 15             | 10.79   | 17.26   |
| Staff Assistant III         | 17            | 11.90           | 17.26           | 17             | 11.90   | 19.04   |
| Admin. Assistant/BOCC       | 20            | 13.79           | 20.00           | 20             | 13.79   | 22.04   |
| Admin. Assistant/Admin      | 20            | 13.79           | 20.00           | 20             | 13.79   | 22.04   |
| Human Resources Coord       | 20            | 13.79           | 20.00           | 23             | 15.96   | 25.52   |
| Employee Benefits Coord     | New           |                 |                 | 19             | 13.13   | 21.00   |
| H.R. Specialist             | New           |                 |                 | 18             | 12.50   | 20.00   |
| Director of Admin. Services | 31            | 23.58           | 34.19           | 34             | 27.30   | 43.65   |
| County Administrator        | 38            | 33.19           | 48.13           | 39             | 34.85   | 55.71   |
| <b>Information Services</b> |               |                 |                 |                |         |         |
| I.S. Support Technician     | 22            | 15.20           | 22.04           | 23             | 15.96   | 25.52   |
| Program Analyst             | 27            | 19.40           | 28.13           | 27             | 19.40   | 31.02   |

## RECOMMENDED PAY RANGES

(By Department)

| <b>Classification</b>               |    | <b>Present<br/>Minimum</b> | <b>Maximum</b> | <b>Proposed<br/>Range</b> | <b>Minimum</b> | <b>Maximum</b> |
|-------------------------------------|----|----------------------------|----------------|---------------------------|----------------|----------------|
| <b>Information Services (Cont.)</b> |    |                            |                |                           |                |                |
| I.S. Manager/Network Administrator  | 29 | 21.39                      | 31.02          | 30                        | 22.46          | 35.90          |
| <b>Risk Management</b>              |    |                            |                |                           |                |                |
| Staff Assistant III                 | 17 | 11.90                      | 17.26          | 17                        | 11.90          | 19.04          |
| Risk Management Coordinator         | 21 | 14.48                      | 21.00          | 23                        | 15.96          | 25.52          |
| <b>Facility Maintenance</b>         |    |                            |                |                           |                |                |
| Maintenance Tech II                 | 16 | 11.33                      | 16.43          | 17                        | 11.33          | 18.13          |
| Maintenance Tech III                | 19 | 13.13                      | 19.04          | 19                        | 13.13          | 21.00          |
| Maintenance Tech IV                 | 20 | 13.79                      | 20.00          | 21                        | 14.48          | 23.14          |
| Maintenance Supervisor              | 21 | 14.48                      | 21.00          | 22                        | 15.20          | 24.30          |
| <b>Fire Service</b>                 |    |                            |                |                           |                |                |
| Staff Assistant I                   | 12 | 9.32                       | 13.51          | 13                        | 9.79           | 15.65          |
| Staff Assistant III                 | 17 | 11.90                      | 17.26          | 17                        | 11.90          | 19.04          |
| Fire Inspector/Investigator         | 22 | 15.20                      | 22.04          | 24                        | 16.76          | 26.80          |

## RECOMMENDED PAY RANGES

(By Department)

| Classification                      | Present<br>Minimum | Present<br>Maximum | Proposed<br>Range | Minimum | Maximum |
|-------------------------------------|--------------------|--------------------|-------------------|---------|---------|
| <b>Fire Service (Cont.)</b>         |                    |                    |                   |         |         |
| Fire Service Administrator          | 28                 | 20.37              | 29.54             | 30      | 22.46   |
| <b>Building Services</b>            |                    |                    |                   |         |         |
| Staff Assistant I                   | 12                 | 9.32               | 13.51             | 13      | 9.79    |
| Building Tech                       | 15                 | 10.79              | 15.65             | 18.15   | 11.22   |
| Senior Building Tech                | 16                 | 11.33              | 16.43             | 17.16   | 11.90   |
| Licensing Coord.                    | 16                 | 11.33              | 16.43             | 17      | 11.90   |
| Building Services Support Assistant | 18                 | 12.50              | 18.13             | 19      | 13.13   |
| Building Inspector I                | 24                 | 16.70              | 24.30             | 24      | 16.76   |
| Building Inspector IV               | 27                 | 19.40              | 28.13             | 27      | 19.40   |
| Building Inspector V                | 28                 | 20.37              | 29.54             | 28      | 20.37   |
| Chief Inspector                     | 29                 | 21.39              | 31.02             | 30      | 22.46   |
| Plan Examiner I                     | New                |                    |                   | 25      | 17.60   |
|                                     |                    |                    |                   |         | 28.13   |

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## **RECOMMENDED PAY RANGES**

(By Department)

| <b>Classification</b>            |     | <b>Present<br/>Minimum</b> | <b>Maximum</b> | <b>Proposed<br/>Range</b> | <b>Minimum</b> | <b>Maximum</b> |
|----------------------------------|-----|----------------------------|----------------|---------------------------|----------------|----------------|
| <b>Building Services (Cont.)</b> |     |                            |                |                           |                |                |
| Plan Examiner II                 | New |                            |                | 26                        | 18.48          | 29.54          |
| Plan Examiner III                | New |                            |                | 28                        | 20.37          | 32.57          |
| Plan Examiner IV                 | New |                            |                | 29                        | 21.39          | 34.19          |
| Building Official                | 33  | 26.00                      | 37.70          | 33                        | 26.00          | 41.57          |
| <b>Code Compliance</b>           |     |                            |                |                           |                |                |
| Code Compliance Inspector        | 18  | 12.50                      | 18.13          | 18                        | 12.50          | 20.00          |
| Code Compliance Manager          | 22  | 15.20                      | 22.04          | 22                        | 15.20          | 24.30          |
| <b>Housing</b>                   |     |                            |                |                           |                |                |
| Housing Assistant I              | 12  | 9.32                       | 13.51          | 16                        | 11.33          | 18.13          |
| Housing Assistant II             | 14  | 10.28                      | 14.91          | 17                        | 11.90          | 19.04          |
| Assistant Housing Mgr            | 23  | 15.96                      | 23.14          | 23                        | 15.96          | 25.52          |
| Housing Services Mgr             | 25  | 17.60                      | 25.52          | 27                        | 19.40          | 31.02          |
| <b>Planning and Development</b>  |     |                            |                |                           |                |                |
| Office Assistant I               | 10  | 8.46                       | 12.27          | 10                        | 8.46           | 13.51          |

## RECOMMENDED PAY RANGES

(By Department)

| <b>Classification</b>                     | <b>Present Range</b> | <b>Present Minimum</b> | <b>Present Maximum</b> | <b>Proposed Range</b> | <b>Minimum</b> | <b>Maximum</b> |
|---|----------------------|------------------------|------------------------|-----------------------|----------------|----------------|
| <b>Planning and Development (Cont.)</b>   |                      |                        |                        |                       |                |                |
| Staff Assistant III                       | 17                   | 11.90                  | 17.26                  | 17                    | 11.90          | 19.04          |
| Director of Planning&Development Services | 34                   | 27.30                  | 39.59                  | 34                    | 27.30          | 43.65          |
| <b>Planning</b>                           |                      |                        |                        |                       |                |                |
| Planning Tech. I                          | 14                   | 10.28                  | 14.91                  | 16                    | 11.33          | 18.13          |
| Planning Tech. III                        | 17                   | 11.90                  | 17.26                  | 17                    | 11.90          | 19.04          |
| Development Coord.                        | 20                   | 13.79                  | 20.00                  | 23                    | 15.96          | 25.52          |
| Special Projects Coord.                   | 20                   | 13.79                  | 20.00                  | 20                    | 13.79          | 22.04          |
| Planner II                                | 25                   | 17.60                  | 25.52                  | 25                    | 17.60          | 28.13          |
| <b>Animal Control</b>                     |                      |                        |                        |                       |                |                |
| Kennel Worker                             | 11                   | 8.88                   | 12.88                  | 11                    | 8.88           | 14.20          |
| Staff Assistant I                         | 12                   | 9.32                   | 13.51                  | 13                    | 9.79           | 15.65          |
| Animal Control Officer                    | 12                   | 9.32                   | 13.51                  | 13                    | 9.79           | 15.65          |
| Sr. Animal Control Officer                | 17                   | 11.90                  | 17.26                  | 18                    | 12.50          | 20.00          |
| <b>Force</b>                              |                      |                        |                        |                       |                |                |
| Force Superintendent                      | 27                   | 19.40                  | 28.13                  | 27                    | 19.40          | 31.02          |

## RECOMMENDED PAY RANGES

(By Department)

| Classification              |    | Present<br>Minimum | Maximum | Proposed<br>Range | Minimum | Maximum |
|-----------------------------|----|--------------------|---------|-------------------|---------|---------|
| <b>Mosquito Control</b>     |    |                    |         |                   |         |         |
| M.C. Tech I                 | 11 | 8.88               | 12.88   | 13                | 9.79    | 15.65   |
| M.C. Tech II                | 16 | 11.33              | 16.43   | 18                | 12.50   | 20.00   |
| <b>Road and Bridges</b>     |    |                    |         |                   |         |         |
| Inventory Tech I            | 10 | 8.46               | 12.27   | 10                | 8.46    | 13.51   |
| Maintenance Worker          | 10 | 8.46               | 12.27   | 10                | 8.46    | 13.51   |
| Officer Assistant I         | 10 | 8.46               | 12.27   | 10                | 8.46    | 13.51   |
| Sign Shop Tech.             | 10 | 8.46               | 12.27   | 11                | 8.88    | 14.20   |
| Equipment Operator I        | 14 | 10.28              | 14.91   | 14                | 10.28   | 16.43   |
| Equipment Operator II       | 16 | 11.22              | 16.43   | 16                | 11.33   | 18.13   |
| Staff Assistant II          | 14 | 10.28              | 14.91   | 15                | 10.79   | 17.26   |
| GIS Tech                    | 16 | 11.33              | 16.43   | 16                | 11.33   | 18.13   |
| Equipment Services Tech III | 17 | 11.90              | 17.26   | 17                | 11.90   | 19.04   |
| Staff Assistant III         | 17 | 11.90              | 17.26   | 17                | 11.90   | 19.04   |

## RECOMMENDED PAY RANGES

(By Department)

| Classification                  |    | Present<br>Minimum | Maximum | Proposed<br>Range | Minimum | Maximum |
|---------------------------------|----|--------------------|---------|-------------------|---------|---------|
| <b>Road and Bridges (Cont.)</b> |    |                    |         |                   |         |         |
| Traffic Engineering Tech        | 17 | 11.90              | 17.26   | 18                | 12.50   | 20.00   |
| Inventory Tech. III             | 17 | 11.90              | 17.26   | 17                | 11.90   | 19.04   |
| Working Foreman                 | 17 | 11.90              | 17.26   | 17                | 11.90   | 19.04   |
| Grants Tech                     | 18 | 12.50              | 18.13   | 19                | 13.13   | 21.00   |
| Engineering Tech                | 18 | 12.50              | 18.13   | 19                | 13.13   | 21.00   |
| Sr. Equipment Operator          | 19 | 13.13              | 19.04   | 19                | 13.13   | 21.00   |
| Sr. Mechanic                    | 19 | 13.13              | 19.04   | 20                | 13.79   | 22.04   |
| Sr. GIS Tech                    | 20 | 13.79              | 20.00   | 20                | 13.79   | 22.04   |
| Working Foreman/EO              | 20 | 13.79              | 20.00   | 20                | 13.79   | 22.04   |
| Shop Foreman                    | 21 | 14.48              | 21.00   | 22                | 15.20   | 24.30   |
| Chief Engineering Tech          | 21 | 14.48              | 21.00   | 22                | 15.20   | 24.30   |
| Welding/Service Shop Foreman    | 21 | 14.48              | 21.00   | 22                | 15.20   | 24.30   |

## RECOMMENDED PAY RANGES

(By Department)

| Classification                     |      | Present<br>Minimum | Present<br>Maximum | Proposed<br>Range | Minimum | Maximum |
|------------------------------------|------|--------------------|--------------------|-------------------|---------|---------|
| <b>Road and Bridges (Cont.)</b>    |      |                    |                    |                   |         |         |
| Public Works Administrative Coord. | New* | -----              | -----              | 25                | 17.60   | 28.13   |
| Sr. Project/Program Analyst        | 26   | 18.48              | 26.80              | 26                | 18.48   | 29.54   |
| Right of Way Agent                 | 26   | 18.48              | 26.80              | 26                | 18.48   | 29.54   |
| Road and Bridge Superintendent     | 24   | 16.76              | 24.30              | 26                | 18.48   | 29.54   |
| Assistant Public Works Director    | 31   | 23.58              | 34.19              | 33                | 26.00   | 41.57   |
| Public Works Director              | 35   | 28.67              | 41.57              | 36                | 30.10   | 48.13   |
| <b>Solid Waste</b>                 |      |                    |                    |                   |         |         |
| Maintenance Worker                 | 10   | 8.46               | 12.27              | 10                | 8.46    | 13.51   |
| Scale House/Clerical               | 11   | 8.88               | 12.88              | 11                | 8.88    | 14.20   |
| Equipment Operator I               | 14   | 10.28              | 14.91              | 14                | 10.28   | 16.43   |
| Staff Assistant II                 | 14   | 10.28              | 14.91              | 15                | 10.79   | 17.26   |
| Equipment Operator II              | 16   | 11.33              | 16.43              | 16                | 11.33   | 18.13   |

## RECOMMENDED PAY RANGES

(By Department)

| Classification                |    | Present<br>Minimum | Maximum | Proposed<br>Range | Minimum | Maximum |
|-------------------------------|----|--------------------|---------|-------------------|---------|---------|
| <b>Solid Waste (Cont.)</b>    |    |                    |         |                   |         |         |
| Mechanic                      | 16 | 11.33              | 16.43   | 17                | 11.90   | 19.04   |
| Staff Assistant III           | 17 | 11.90              | 17.26   | 17                | 11.90   | 19.04   |
| Sr. Equipment Operator        | 19 | 13.13              | 19.04   | 19                | 13.13   | 21.00   |
| Lead Compost Tech             | 20 | 13.79              | 20.00   | 20                | 13.79   | 22.04   |
| Lead Facility Operator        | 20 | 13.79              | 20.00   | 20                | 13.79   | 22.04   |
| Equipment Operator Manager    | 23 | 15.96              | 23.14   | 24                | 16.76   | 26.80   |
| Assistant S.W. Superintendent | 24 | 16.76              | 24.30   | 26                | 18.48   | 29.54   |
| Solid Waste Superintendent    | 27 | 19.40              | 28.13   | 29                | 21.39   | 34.19   |
| <b>County Probation</b>       |    |                    |         |                   |         |         |
| Staff Assistant II            | 14 | 10.28              | 14.01   | 15                | 10.79   | 17.26   |
| Probation Officer             | 20 | 13.79              | 20.00   | 20                | 13.79   | 22.04   |
| Probation Manager             | 23 | 15.96              | 23.14   | 24                | 16.76   | 26.80   |

## RECOMMENDED PAY RANGES

(By Department)

| Classification               | Present Range | Present Minimum | Present Maximum | Proposed Range | Minimum | Maximum |
|------------------------------|---------------|-----------------|-----------------|----------------|---------|---------|
| <b>Library Program</b>       |               |                 |                 |                |         |         |
| Library Assistant            | 10            | 8.46            | 12.27           | 11             | 8.88    | 14.20   |
| I.S. Tech I                  | 19            | 13.13           | 19.04           | 20             | 13.79   | 22.04   |
| Library Associate            | 19            | 13.13           | 19.04           | 20             | 13.79   | 22.04   |
| Outreach Service Specialist  | 21            | 14.48           | 21.00           | 23             | 15.96   | 25.52   |
| Technical Service Specialist | 21            | 14.48           | 21.00           | 23             | 15.96   | 25.52   |
| Library Services Manager     | 31            | 23.58           | 34.19           | 31             | 23.58   | 37.70   |
| <b>Parks and Recreation</b>  |               |                 |                 |                |         |         |
| Caretaker                    | 11            | 8.88            | 12.88           | 11             | 8.88    | 14.20   |
| Staff Assistant II           | 14            | 10.28           | 14.91           | 15             | 10.79   | 17.26   |
| Park Tech I                  | 16            | 11.33           | 16.43           | 17             | 11.90   | 19.04   |
| Crew Leader                  | 19            | 13.13           | 19.04           | 19             | 13.13   | 21.00   |

## RECOMMENDED PAY RANGES

(By Department)

| Classification                           |     | Present<br>Minimum | Maximum | Proposed<br>Range | Minimum | Maximum |
|--|-----|--------------------|---------|-------------------|---------|---------|
| Parks and Recreation (Cont.)             |     |                    |         |                   |         |         |
| Parks and Recreation Manager             | 21  | 14.48              | 21.00   | 24                | 16.76   | 26.80   |
| Transit                                  |     |                    |         |                   |         |         |
| Driver I                                 | 10  | 8.46               | 12.27   | 10                | 8.46    | 13.51   |
| Maintenance Mechanic Helper              | 10  | 8.46               | 12.27   | 12                | 9.32    | 14.91   |
| Driver II                                | 11  | 8.88               | 12.88   | 11                | 8.88    | 14.20   |
| Clerk/Driver I                           | 12  | 9.32               | 13.51   | 12                | 9.32    | 14.91   |
| Lead Driver                              | 13  | 9.79               | 14.20   | 13                | 9.79    | 15.65   |
| Transportation Clerk II                  | 15  | 10.79              | 15.65   | 15                | 10.79   | 17.26   |
| Staff Assistant III                      | 17  | 11.90              | 17.26   | 17                | 11.90   | 19.04   |
| Office Supervisor                        | 20  | 13.79              | 20.00   | 22                | 15.20   | 24.30   |
| Transit Coordinator                      | 21  | 14.48              | 21.00   | 24                | 16.76   | 26.80   |
| Director of Community Services           | 31  | 23.58              | 34.19   | 33                | 26.00   | 41.57   |
| Assistant Director of Community Services | New |                    |         | 27                | 19.40   | 31.02   |

## RECOMMENDED PAY RANGES

(By Department)

| Classification                    |    | Present<br>Minimum | Maximum | Proposed<br>Range | Minimum | Maximum |
|-----------------------------------|----|--------------------|---------|-------------------|---------|---------|
| <b>Veterans Services</b>          |    |                    |         |                   |         |         |
| Office Assistant I                | 10 | 8.46               | 12.27   | 10                | 8.46    | 13.51   |
| Veterance Counselor II            | 14 | 10.28              | 14.91   | 15                | 10.79   | 17.26   |
| Veterance Counselor III           | 18 | 12.50              | 18.13   | 18                | 12.50   | 20.00   |
| Veterance Services Office Manager | 25 | 17.60              | 25.52   | 25                | 17.60   | 28.13   |
| Veterance Counselor I             | 12 | 9.32               | 13.51   | 12                | 9.32    | 14.91   |

## **SALARY SCHEDULE**

Enclosure 4

## Recommended Salary Schedule

(Based on 2096 Hours)

| Range # | Minimum     |             | Maximum     |             |
|---------|-------------|-------------|-------------|-------------|
|         | Hourly Rate | Annual Rate | Hourly Rate | Annual Rate |
| 1       | 5.45        | 11,423.20   | 8.71        | 18,265.59   |
| 2       | 5.72        | 11,989.12   | 9.15        | 19,177.35   |
| 3       | 6.01        | 12,596.96   | 9.61        | 20,149.90   |
| 4       | 6.31        | 13,225.76   | 10.09       | 21,152.83   |
| 5       | 6.63        | 13,896.48   | 10.60       | 22,216.55   |
| 6       | 6.96        | 14,588.16   | 11.14       | 23,341.06   |
| 7       | 7.31        | 15,321.76   | 11.69       | 24,495.95   |
| 8       | 7.68        | 16,097.28   | 12.27       | 25,711.63   |
| 9       | 8.06        | 16,893.76   | 12.88       | 26,988.10   |
| 10      | 8.46        | 17,732.16   | 13.51       | 28,325.34   |
| 11      | 8.88        | 18,612.48   | 14.20       | 29,753.77   |
| 12      | 9.32        | 19,534.72   | 14.91       | 31,242.98   |
| 13      | 9.79        | 20,519.84   | 15.65       | 32,792.97   |
| 14      | 10.28       | 21,546.88   | 16.43       | 34,434.14   |
| 15      | 10.79       | 22,615.84   | 17.26       | 36,166.48   |
| 16      | 11.33       | 23,747.68   | 18.13       | 37,990.00   |
| 17      | 11.90       | 24,942.40   | 19.04       | 39,904.70   |
| 18      | 12.50       | 26,200.00   | 20.00       | 41,910.57   |
| 19      | 13.13       | 27,520.48   | 21.00       | 44,007.62   |
| 20      | 13.78       | 28,903.84   | 22.04       | 46,195.84   |
| 21      | 14.48       | 30,350.08   | 23.14       | 48,505.63   |
| 22      | 15.20       | 31,859.20   | 24.30       | 50,936.99   |
| 23      | 15.96       | 33,452.16   | 25.52       | 53,489.92   |
| 24      | 16.76       | 35,128.96   | 26.80       | 56,164.42   |
| 25      | 17.60       | 36,889.60   | 28.13       | 58,960.48   |
| 26      | 18.48       | 38,734.08   | 29.54       | 61,908.50   |
| 27      | 19.40       | 40,662.40   | 31.02       | 65,008.49   |
| 28      | 20.37       | 42,695.52   | 32.57       | 68,260.43   |
| 29      | 21.39       | 44,833.44   | 34.19       | 71,664.34   |
| 30      | 22.46       | 47,076.16   | 35.90       | 75,250.59   |
| 31      | 23.58       | 49,423.68   | 37.70       | 79,019.20   |
| 32      | 24.76       | 51,896.96   | 39.59       | 82,970.16   |
| 33      | 26.00       | 54,496.00   | 41.57       | 87,133.86   |
| 34      | 27.30       | 57,220.80   | 43.65       | 91,479.92   |
| 35      | 28.67       | 60,092.32   | 45.83       | 96,069.11   |
| 36      | 30.10       | 63,089.60   | 48.13       | 100,871.05  |
| 37      | 31.61       | 66,254.56   | 50.53       | 105,916.12  |
| 38      | 33.19       | 69,566.24   | 53.06       | 111,204.33  |
| 39      | 34.85       | 73,045.60   | 55.71       | 116,766.06  |
| 40      | 36.59       | 76,692.64   | 58.49       | 122,601.33  |
| 41      | 38.42       | 80,528.32   | 61.42       | 128,740.51  |
| 42      | 40.34       | 84,552.64   | 64.50       | 135,183.62  |
| 43      | 42.36       | 88,786.56   | 67.72       | 141,930.64  |